

**New Jersey Public Employment Relations Commission
NON-POLICE AND FIRE
COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM**

Line #

SECTION I: Parties and Term of Contracts

1 Public Employer: County:

2 Employee Organization: Number of Employees in Unit:

3 Base Year Contract Term: New Contract Term:

SECTION II: Type of Contract Settlement (please check only one)

4 Contract settled without neutral assistance

5 Contract settled with assistance of mediator

6 Contract settled with assistance of fact-finder

7 Contract settled with assistance of super-conciliator

8 If contract was settled in fact-finding, did the fact-finder issue a report with recommendations?
Yes No

SECTION III: Salary Base

SEE MOA ATTACHED

The salary base is the cost of salaries in the final year of the expired or expiring agreement. This is the base cost from which the parties negotiate the salary increases.

9 Salary Costs in Base Year \$

10 Longevity Costs in Base Year \$

11 Total Salary Base \$

SECTION IV: Salary Increases for Each Year of New Agreement*

	Year 1	Year 2	Year 3	Year 4	Year 5
12 Effective Date (month/day/year)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
13 Cost of Salary Increments (\$)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
14 Salary Increase Above Increments (\$)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
15 Longevity Increase (\$)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
16 Total \$ Increase (sum of lines 13-15)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
17 New Salary Base (\$)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
18 Percentage increase over prior year	<input type="text"/> %	<input type="text"/> %	<input type="text"/> %	<input type="text"/> %	<input type="text"/> %

*If contract duration is longer than five years, please add an additional page.

SECTION V: Increases in Other Contractual Economic Items or Newly Added Economic Items*

SEE MOA ATTACHED

19	Item Description	Base Year Cost (\$)	Year 1 Increase (\$)	Year 2 Increase (\$)	Year 3 Increase (\$)	Year 4 Increase (\$)	Year 5 Increase (\$)
20	Totals(\$):						

*If contract duration is longer than five years, please add an additional page.

SECTION VI: Medical Costs

SEE MOA ATTACHED

		Base Year	Year 1
21	Health Plan Cost	\$	\$
22	Prescription Plan Cost	\$	\$
23	Dental Plan Cost	\$	\$
24	Vision Plan Cost	\$	\$
25	Total Cost of Insurance	\$	\$
26	Employee Insurance Contributions	\$	\$
27	Employee Contributions as % of Total Insurance Cost		%

Section VI: Medical Costs (continued)

SEE MOA ATTACHED

28 Identify any insurance changes that were included in this CNA.

SECTION VII: Certification and Signature

29 The undersigned certifies that the foregoing figures are true:

Print Name: Mark Traum

Position/Title: Labor Relations Coordinator

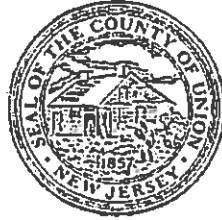
Signature: *Mark Traum*

Date: *April 11, 2018*

Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: contracts@perc.state.nj.us

NJ Public Employment Relations Commission
Conciliation and Arbitration
PO Box 429
Trenton, NJ 08625
Phone: 609-292-9898

Revised 8/2016



UNION COUNTY BOARD OF CHOSEN FREEHOLDERS

RESOLUTION 2016-335
 APRIL 14, 2016
 CHAIRMAN BRUCE H. BERGEN

WHEREAS, the County of Union engaged in collective bargaining negotiations with Assistant Prosecutor's Association, Prosecutor's Office, effective January 1, 2015 through December 31, 2017; and

WHEREAS, the County of Union and the negotiating committee for Assistant Prosecutor's Association, Prosecutor's Office, reached a tentative agreement and ratified same on March 4, 2016. Representatives of the Bargaining Committee, and the County agree to recommend, without reservation, the approval of same; and

WHEREAS, the County of Union now desires to confirm the understandings in the Memorandum of Agreement with the union, which is attached hereto and made a part hereof:

NOW, THEREFORE, BE IT RESOLVED by the Board of Chosen Freeholders of the County of Union that it hereby authorizes the County Manager to sign any and all documents necessary to enter into a Memorandum of Agreement with Assistant Prosecutor's Association, Prosecutor's Office.

Sufficiency of Funds Authorized 2015 Budget ; Subject to Inclusion in the 2016 and 2017 Budgets:

Approved as to Form:
 Certifying as to an Original Resolution:
 Certified as to a True Copy:

Ernie Meriani

✓ Vote Record - Resolution RES-2016-335		Yes/Aye	No/Nay	Abstain	Absent
<input checked="" type="checkbox"/> Adopted	Bruce H. Bergen	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Adopted as Amended	Angel C. Estrada	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Defeated	Sergio Granados	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Tabled	Christopher Hudak	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Withdrawn	Bette Jane Kowalski	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Alexander Mirabella	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Vernell Wright	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Linda Carter	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Mohamed S. Jalloh	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

MEMORANDUM OF AGREEMENT
PROSECUTOR'S
ASSISTANT PROSECUTOR'S ASSOCIATION
&
COUNTY OF UNION

The County and Assistant Prosecutor's Association engaged in collective bargaining for a new Labor Agreement between the parties to replace the current Agreement which expired on December 31, 2014. The County and Assistant Prosecutor's Association have reached a tentative agreement which the parties now desire to confirm in this Memorandum of Agreement.

The tentative Agreement has been ratified by the membership of Assistant Prosecutor's Association and is now subject to the approval of the Union County Board of Chosen Freeholders. The Bargaining Committee of Assistant Prosecutor's Association agrees to recommend, without reservation, the approval of the tentative Agreement to the membership of the Union. The representatives of the County agree to recommend, without reservation, the approval of the tentative Agreement to the Union County Board of Chosen Freeholders.

Therefore, the County and Assistant Prosecutor's Association agree to the attached four (4) pages of modifications to the Collective Bargaining Agreement. The parties by their signatures set forth below signify their agreement as to the terms set forth in this Memorandum of Agreement.

March 4, 2016
Date

MEMORANDUM OF AGREEMENT

Agreement made this 10 day of March 2016, by and between the County of Union and Union County Prosecutor's Office (herein, collectively, the "County") and Assistant Prosecutor's Association (herein the "Association").

WHEREAS, the County and Association are parties to a collective bargaining agreement ("CBA") covering the period January 1, 2013 through December 31, 2014; and

WHEREAS, the County and Association have been engaged in good faith collective negotiations for the purpose of reaching agreement on terms and conditions of employment for a successor CBA; and

WHEREAS, the County and Association have reached agreement on new terms and conditions subject to ratification by the membership of Association and approval by the Freeholders of the County; and

WHEREAS, the negotiating committees for the County and Association unanimously agree to recommend their agreement for ratification and approval;

NOW, THEREFORE, in consideration of the mutual covenants, promises, and undertakings herein set forth the parties agree as follows:

1. Except as herein modified, the terms and conditions set forth in the 2013 through 2014 CBA between the County and Association shall remain in full force and effect.

2. Article 11. Salaries

A. General Wage Increase:

There shall be general across the board wage increases applicable to all employees covered by this agreement, except those having reached the maximum salary as defined herein,

Effective January 1, 2015:	0%
Effective January 1, 2016:	2%
Effective January 1, 2017:	2%

B. Annual Increments:

Effective January 1, 2015, the system of Annual Increments, outlined in Article II, Section 1, Part B-2 of the 2006-2010 Collective Bargaining Agreement between the parties shall be amended so that Assistant Prosecutors in the following salary ranges shall be entitled to annual increments following the first year of employment as follows:

\$50,000-\$100,000:	\$3000.00
\$100,001-\$125,000:	\$2000.00
\$125,001+:	\$1000.00

3. Article 15. Health Insurance

Section 1. Drug Prescription Plan: Modify to state:

The prescription network known as "Prime Therapeutics" will be maintained. Drug Plan Utilization Modifications shall include:

- Enhanced concurrent drug utilization review (refill too soon/stockpiling)
- Preferred drug step therapy (generic or preferred name brand first) limited to PPI, SSR.I and Intranaseal steroid drugs
- Clinical intervention (statement of medical necessity from MD) limited to anti-narcoleptic agents, weight loss and anti-neoplastic agents
-

Section 4. Health Insurance. Modify to state:

Effective January 1, 2016, the emergency room co-pay shall be \$25.00 per visit for both Direct Access and PPO.

Add: Effective July 1, 2015, the County implemented two (2) additional plans – a high deductible plan with a health savings account (HSA) and an exclusive provider organization (EPO) plan. Employees hired on or after the ratification of this MOA, shall be required to choose one of these two plans during the first two (2) years of employment. Following the completion of two (2) years of employment, the employee will have the option to select one of the County's other plans. All current employees may voluntarily select one of these plans during open enrollment. With regard to the HSA, the County agrees that it will contribute \$1000 towards the deductible for single coverage and \$2000 towards the deductible for family coverage for both current and new employees who elect the HSA.

Section 10. Retirement Health Benefits: Modify to state:

Effective April 1, 2017, employees who receive fully paid retirement benefits under the 2006-2010 collective negotiations agreement shall be provided with the Medco Rx or an equivalent plan. The plan shall provide for free mail order prescriptions and 30% co-pay for retail subject to a \$1,500 maximum out-of-pocket for an individual and a \$3,000 maximum out-of-pocket for a family. The changes to Retirement Health Benefits, as outlined in this section, shall apply only to those Assistant Prosecutors retiring on or after April 1, 2017 and they shall not impact Retiree Health Benefits for those Assistant Prosecutors retiring prior to April 1, 2017

4. Side Bar Agreement Regarding Cell Phones: Delete side bar and insert new provision under Article 20, Attorney Expenses, as follows:

It is the policy of the Office that Assistant Prosecutors be available via cell phone on a 24 hour/7 day a week basis. Previously, Assistant Prosecutors assigned to any unit other than the Appellate Unit, Domestic Violence Unit or Juvenile Unit, were provided with the option of receiving an office cell phone or using his/her personal cell phone. Assistant Prosecutors electing to utilize his/her personal cell phone were provided with a stipend of \$25.00 per month. Effective at the signing of this Memorandum of Agreement, Assistant Prosecutors who are receiving either the office provided cell phone or the stipend will continue to receive this benefit. Employees who do not currently receive either an office provided cell phone or a stipend shall have their eligibility for this benefit reviewed and determined by the Prosecutor regardless of assignment.

5. Re-Opener: The parties agree that in the event bail reform causes significant disruptions to Assistant Prosecutors' normal work schedule, the parties will meet to negotiate the impact of bail reform on the work schedule.

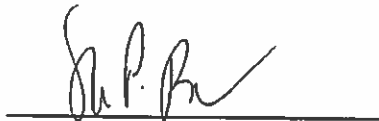
WHEREFORE, THE PARTIES HERETO SET THEIR HANDS THIS 10th

DAY OF MARCH 2015

FOR ASSISTANT PROSECUTORS
ASSOCIATION

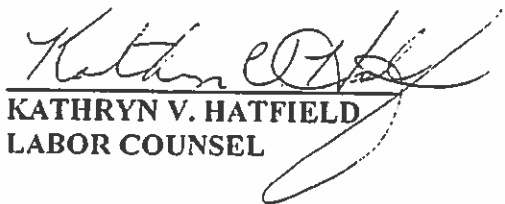


PETER DEROSE
PRESIDENT



SHAWN BARNES
VICE-PRESIDENT

APPROVED AS TO FORM



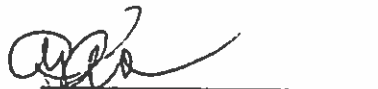
KATHRYN V. HATFIELD
LABOR COUNSEL

FOR UNION COUNTY
PROSECUTOR'S OFFICE



GRACE PARK
ACTING PROSECUTOR

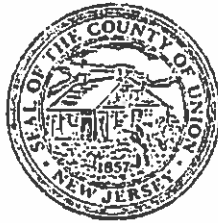
FOR UNION COUNTY



ALFRED FAELLA
COUNTY MANAGER



MICHAEL YUSKA
ACTING DIRECTOR,
ADMINISTRATIVE SERVICES



UNION COUNTY BOARD OF CHOSEN FREEHOLDERS

RESOLUTION: 2015-140

FEBRUARY 19, 2015
 CHAIRMAN MOHAMED S. JALLOH

WHEREAS, the County of Union engaged in collective bargaining negotiations with the Assistant Prosecutor's Association, for a new Labor Agreement between the parties effective January 1, 2013 through December 31, 2014 to replace the current Agreement which expired on December 31, 2012; and

WHEREAS, the County of Union and the negotiating committee for the Assistant Prosecutor's Association, reached a tentative agreement on January 15, 2015; and

WHEREAS, the County of Union now desires to confirm the understandings in the Memorandum of Agreement with the union which is attached hereto and made a part hereof:

NOW, THEREFORE, BE IT RESOLVED by the Board of Chosen Freeholders of the County of Union that it hereby authorizes the County Manager to sign any and all documents necessary to enter into a Memorandum of Agreement with Assistant Prosecutor's Association.

Sufficiency of Funds Authorized :
 Approved as to Form:
 Certifying as to an Original Resolution:
 Certified as to a True Copy:

Erick Morin

Vote Record - Resolution 5768		Yes/Aye	No/Nay	Abstain	Absent
<input checked="" type="checkbox"/> Adopted	Bruce H. Bergen	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<input type="checkbox"/> Adopted as Amended	Linda Carter	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Defeated	Angel G. Estrada	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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	Alexander Mirabella	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Vernell Wright	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Muhamad S. Jalloh	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Christopher Hudak	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

MEMORANDUM OF AGREEMENT

Agreement made this 15th day of January 2015, by and between the County of Union and Union County Prosecutor's Office (herein, collectively, the "County") and Assistant Prosecutor's Association (herein the "Association").

WHEREAS, the County and Association are parties to a collective bargaining agreement ("CBA") covering the period January 1, 2011 through December 31, 2012; and

WHEREAS, the County and Association have been engaged in good faith collective negotiations for the purpose of reaching agreement on terms and conditions of employment for a successor CBA; and

WHEREAS, the County and Association have reached agreement on new terms and conditions subject to ratification by the membership of Association and approval by the Freeholders of the County; and

WHEREAS, the negotiating committees for the County and Association unanimously agree to recommend their agreement for ratification and approval;

NOW, THEREFORE, in consideration of the mutual covenants, promises, and undertakings herein set forth the parties agree as follows:

1. Except as herein modified, the terms and conditions set forth in the 2011 through 2012 CBA between the County and Association shall remain in full force and effect.

2. Article 11. Salaries

General Wage Increase:

2013: 2% inclusive of increments received by bargaining unit members

~~2014: 2% inclusive of increments received by bargaining unit members~~

The manner in which the remaining monies will be distributed will be determined by the bargaining unit.

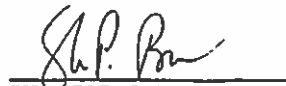
WHEREFORE, THE PARTIES HERETO SET THEIR HANDS THIS 15th

DAY OF JANUARY 2015

FOR ASSISTANT PROSECUTORS
ASSOCIATION

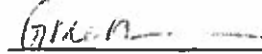


PETER DEROSE
PRESIDENT



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FOR UNION COUNTY
PROSECUTOR'S OFFICE



GRACE PARK
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FOR UNION COUNTY



ALFRED FAELLA
COUNTY MANAGER



NORMAN ALBERT, ESQ.
DIRECTOR, ADMINISTRATIVE
SERVICES